



K A N S A S

JACK RICKERSON, DIRECTOR

DEPARTMENT OF ADMINISTRATION
DIVISION OF PERSONNEL SERVICES

KATHLEEN SEBELIUS, GOVERNOR
HOWARD R. FRICKE, SECRETARY

MEMORANDUM

TO: Statewide HR Mangers

FROM: Jack Rickerson

DATE: August 18, 2003

SUBJECT: Delegated Authority for Training Continuing Education

Effective today, I am authorizing delegated authority to each agency Training Manager (or, in the absence of a Training Manager, the Human Resource Manager of that agency) to determine what training programs will qualify for Continuing Education under Article 8 as it currently stands.

Historically, DPS has reviewed and approved training programs for those agencies that do not have a certified Supervisory Training program. The criteria has been simple enough: a class which would assist a supervisor in developing skills in leadership or supervision qualified. Classes which were strictly technical in nature (computer training, for example) did not qualify. Agencies with approved supervisory training programs were allowed to decide themselves whether a particular class qualified.

The change I am authorizing today reflects several things. First, and foremost, the Division believes that agencies know their own needs best. It should not be up to the Division to decide what your supervisors need to develop their leadership skills. Also, the pending revisions to Article 8 do not include prescriptive requirements for continuing education (again, each of you in your agencies are better equipped to identify your own training needs than we are).

Please let me know if you have questions about this decision. If you would like assistance with, or just want to talk through, your agency's policy on this issue, please contact Les Lauber at les.lauber@da.state.ks.us or at 785-296-3739.